

APPLICATION FOR GENERAL HOURS DEVIATION FOR 16- AND 17-YEAR-OLD MINORS

Michigan Department of Labor & Economic Growth
Wage & Hour Division
7150 Harris Drive, P.O. Box 30476
Lansing, MI 48909-7976
Telephone: 517.322.1825
www.michigan.gov/wagehour

Approval Date: _____

Expiration Date: _____

AUTHORITY: Act 90, Public Acts of 1978 as amended. The Department of Labor & Economic Growth will not discriminate against any individual because of race, religion, age national origin, color, marital status, handicap or political beliefs.

EMPLOYER INFORMATION

IMPORTANT: Deviation of hours cannot be granted unless this form is completed and returned for review and approval. **Apply for renewal 60 days prior to the expiration date of the current deviation to allow time for a determination of compliance and processing of the application.**

Check one: ☐ New Application ☐ Renewal Application

Business Name: _____ Telephone: _____

Corporate Name: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Duties to be performed by minor: _____

Address where minors will work the deviated hours if approved by the Department:

Street Address: _____ City: _____ Zip Code: _____

The business listed above requests approval to employ 16- and 17-year-olds attending school, before the hour of 6:00 a.m. or after the hour of 10:30 p.m. as follows:

- Sunday through Thursday general approval granted from **6:00 a.m. until 11:30 p.m.**
- Friday and Saturday general approval granted from **6:00 a.m. until 12:30 a.m.**
- Saturday and Sunday only general approval granted from **5:00 a.m. until 6:00 a.m.**

The business listed above requests approval to employ 16- and 17-year-olds not attending school:

- Sunday through Saturday general approval granted from **5:00 a.m. until 12:30 a.m.**

Signature of Employer or Representative

Title

Print Name of Employer or Representative

Date Application Signed

I certify that all statements in this application are true and that:

1. The employment of all minors at this establishment will comply with the provision of Act 90.
2. Adult supervision will be present at all times.
3. Records required by Act 90 will be maintained and made available to an authorized representative of the department for inspection.
4. A record will be maintained of the beginning and ending times of rest periods provided to minors.
5. The establishment employing minors will keep on the premises: (a) work permit for each minor employed, (b) parent/guardian approval for each 16- or 17-year-old covered by the deviation, and (c) a validated hours deviation.

The Michigan Department of Labor & Economic Growth May:

1. **Approve** an application for a deviation.
2. **Deny or Revoke** a deviation when:
 - a. any of the information submitted in the application is determined to be false or in error, or
 - b. there is a change in the conditions under which the deviation was granted, or
 - c. the employer is in violation of any standard of the department, or
 - d. the employer fails to comply with a corrective action notice or citation issued by the department.
3. **Modify** a deviation to comply with a federal or state standard or guideline.

A Parent or Guardian may deny or revoke approval for the minor to work the deviated hours requested.

This deviation covers the period and hours listed and is subject to the conditions stated. Any request for hours not contained on the deviation must be submitted on an individual basis. The deviation is not valid without a work permit and the written permission of a parent/guardian expressly approving employment for hours stated on the deviation.

An employer may request a hearing to review a modification or denial by submitting written notice to the department. Upon receipt of the written appeal, a hearing will be scheduled before an administrative law judge, providing the employer an opportunity to justify the deviation.

THIS APPROVAL DOES NOT APPLY IF FEDERAL LAW OR A MUNICIPAL ORDINANCE ESTABLISHES A MORE RESTRICTIVE HOURS STANDARD.